

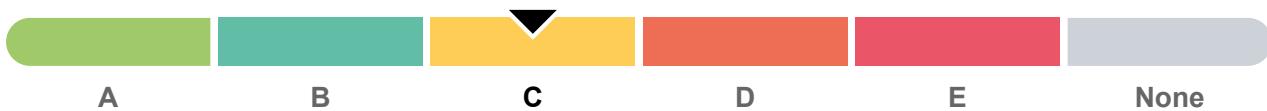
Monitored Party <b>RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED</b>	amfori ID <b>104-000474-000</b>	Address <b>Plot No.120, Myay Taing Block No.Industrial Zone (2), Dagon Seik Kan Industrial Zone, Dagon Seik Kan, Yangon, Yangon, Myanmar</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Eurofins CPA</b>
Monitoring Start Date <b>13/12/2025</b>	Closing Meeting Finished Date <b>13/12/2025</b>	Submission Date <b>18/12/2025</b>
Expiration Date <b>18/12/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED</b>	Site amfori ID <b>104-000474-001</b>	

This is an extract of the online Monitoring Result, generated on 18/12/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>D</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	

PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>B</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Vu Hoang - CSCA21700746.

Name of team auditor (if applicable): Long Pham - CSCA21700489 and Thinh Nguyen - ASCA21700487.

Name of observers, translators, trainees, advisors/consultants (if applicable): Nuu San Pan – Translator.

Monitoring partner name: Eurofins CPA.

Audit schedule details: This semi-announced full audit is planned for 3 auditors in 1 days (Time in: 8:35, time out: 15:45).

Business partner information: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED is located at Plot No.120, Myay Taing Block No. Industrial Zone (2), Dagon Seik Kan Industrial Zone, Dagon Seikkan Yangon Region, Myanmar. The facility has operated since January 16, 2019 under the business license No. 114795763 as manufacturer of garments (Raincoat and pants). Main production processes are cutting, printing, sewing, welding, inspection, packing and storage.

Audited location information: In view of the facility, it occupies 11,177 square meters of land area and compose of 5 main buildings:

- Building # 1 (3-storeys building): Office on first floor. Meeting room and childcare room on second floor. Third floor is not used.
- Building # 2 (1-storey building): Raw material warehouse, cutting and printing section.
- Building # 3 (1-storey building): Sewing, welding, inspection, packing and finish goods warehouse
- Building # 4 (3-storeys building): Dormitory for management on first and second floor. Third floor is not used.
- Building # 5 (1-storey building): Rent to another factory and not in audit scope.

The facility did not provide canteen and kitchen for workers. They provided transportation for workers.

Operating shifts and hours: In general, employees are working for 6 days with 44 hours in a week. Sunday is designated as day off. The normal working from Monday to Friday is from 7:30 to 16:00 with break time is from 11:30 to 12:00. On Saturday, the normal working is from 7:30 to 11:30. Only security guards are working in 3 shifts (shift 1 is from 7:00 to 15:00 with break of 30 minutes; shift 2 is from 15:00 to 23:00 with break of 30 minutes and shift 3 is from 23:00 to 7:00 of following day with break of 30 minutes).

Time recording system: Working hours were recorded by finger print system with detailed time in and time out information.

Salary payment details: The circle payment is from the first to end of month. Employees' wages are calculated based on daily salary. Wages are paid by cash on 5th of following month.

Worker number information: There are 241 employees (56 male employees and 185 female employees) which include 227 production employees, 14 non-production employees working in the facility. There were 4 foreigners working at the facility as management. There were 8 contractor workers from security service. No apprenticeship schemes home employees were used by the facility. There was no youngest employee working in the facility.

Good practices: The facility provided additional benefits that not required by law to workers such as: MMK 35,000 per month for attendance allowance and MMK 1,000 per working day for factory allowance.

Worker organization details: Workplace Coordination Committee (WCC) of RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED was established in the facility.

Circumstances: There was no different circumstance faced during the monitoring.

The special circumstances can be classified as followed: No issues of incidents, shortcomings, auditor safety, building safety, national events, behavior, and coaching were found during audit.

Summary of findings: Findings were noted in performance areas (PA1, PA2, PA5, PA7, PA12 and PA13). Please refer to findings in performance areas for more detail.

#LivingWage: There is no existing data of living wage in Myanmar on Global Living Wage Coalition website. Auditor had to use "manually collected" to define living wage at the facility. The living wage was calculated based on Anker methodology.

Precautions taken about #COVID-19 in the facility: The wages were paid correctly during the outbreak period of COVID-19. The facility provided free mask and hand sanitizer to employees freely. The facility conducted testing the temperature of employees and visitors every day during the outbreak period of COVID-19.

Note: Those documents/photos below were not uploaded in the system due to the fact that they were not applicable (Collective bargaining agreement, canteen, inconsistencies between time and production records). Environment permit were not available for review.

## SITE DETAILS

Site Site amfori ID  
**RAINWEAR HOUSE (MYANMAR)** **104-000474-001**  
**MANUFACTORY LIMITED**

### GICS Classification

Sector	Industry Group	Industry
<b>Consumer Discretionary</b>	<b>Consumer Durables &amp; Apparel</b>	<b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry		
<b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

N.A.

### GS1 Classifications

N.A.

### NACE Classification

N.A.

### Water Stress Situation

N.A.

# METRICS

## Key Metrics

Total workforce	241	Workers
Legal minimum wage in local currency	234,000	Monthly
Lowest wage paid for regular work at the site	234,000	Monthly
Calculated living wage in local currency	280,500	Monthly
Total sample	16	Workers

## Other Metrics

Male workers	56	Workers
Female workers	185	Workers
Non-binary workers	0	Workers
Permanent workers - Male	48	Workers
Permanent workers - Female	185	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	8	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	3	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	15	Workers
Workers on probation - Female	66	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	8	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	5	Workers
Domestic migrant workers - Female	31	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	3	Workers

Foreign migrant workers - Female	<b>1 Workers</b>
Foreign migrant workers - Non-binary	<b>0 Workers</b>
Workers hired directly - Male	<b>48 Workers</b>
Workers hired directly - Female	<b>185 Workers</b>
Workers hired directly - Non-binary	<b>0 Workers</b>
Workers hired indirectly - Male	<b>8 Workers</b>
Workers hired indirectly - Female	<b>0 Workers</b>
Workers hired indirectly - Non-binary	<b>0 Workers</b>
Unionised workers - Male	<b>0 Workers</b>
Unionised workers - Female	<b>0 Workers</b>
Unionised workers - Non-binary	<b>0 Workers</b>
Workers under CBA - Male	<b>0 Workers</b>
Workers under CBA - Female	<b>0 Workers</b>
Workers under CBA - Non-binary	<b>0 Workers</b>
Pregnant workers	<b>1 Workers</b>
Workers on parental leave - Male	<b>0 Workers</b>
Workers on parental leave - Female	<b>1 Workers</b>
Workers on parental leave - Non-binary	<b>0 Workers</b>
Sample - Male	<b>5 Workers</b>
Sample - Female	<b>11 Workers</b>
Sample - Non-binary	<b>0 Workers</b>

## FINDINGS

## PA1: Social Management System

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

**Question: 1.3** Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

<b>Finding</b>	
worker recruitment process, such as brokers, recruiters and recruitment agencies.	FINDING: Based on the document review, worker interview and management interview, this question was rated as Partially because the facility established selection procedure of business partners based on social performance. However, the procedures did not show clearly the criterion to identify the significant levels of each business partner for monitoring the social performance.

**Question: 1.5** Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

**Question:** 1.6 Is there satisfactory evidence that the auditee has developed the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain?

<p><b>Finding</b></p> <p>Amfori BSCI Code of Conduct requirement on Supply Chain Management and Cascade Effect: Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain. Exercise responsible and gender-responsive purchasing practices, and avoid putting their business partners in a position that prevents them from adhering to the amfori BSCI Code of Conduct.</p> <p><b>FINDING:</b> Based on the document review, worker and management interview, this question was rated as No because the facility did not have policies and related procedures to address adverse human rights impacts for their business partners.</p>	<p>මි තුළ රා රැක් රැ ද ගැඹ න තැ ග ස් බුයෙ පා න ඉ ද් නැඩ රැ න භැඩ ගැ ප්‍රා ර් ළ රැ රැ ද තු යිලු රු ද් රැ න් ප්‍රා න ප්‍රා ර් හ ග ම රැ රැ No ය න න ද් න ග ග ග ග ග ග ග ග ග</p>
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## PA 2: Workers Involvement and Protection

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?



## PA 5: Fair Remuneration

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

## PA 7: Occupational Health and Safety

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

ENGLISH	LOCAL LANGUAGE
<p><b>Finding</b></p> <p>Local Law: Myanmar Fire Safety Code 2020, Article 103. In buildings and enterprises which need to appoint the Person-in-charge of fire safety, the fire safety management training course opening from Ministry of Home Affairs, Myanmar Fire Services Department must be assigned.</p> <p>Law Relating to Workplace Safety and Health Article 23, The Inspection Officer shall, with regard to a workplace listed according to section 22, instruct the employer to make accident prevention plans and arrangements concerning accidents, and to provide training to workers on matters like firefighting and first aid.</p> <p><b>FINDING:</b> Based on document review, worker interview and management interview, this question was rated as Partially because the facility has established the firefighting and prevention policies and procedures. Those documents have been posted at bulletin boards at production areas. The facility has also assigned a person who was responsible for the firefighting in the facility. In addition, the evacuation drill for all workers has been conducted on September 2, 2025. However, it was noted that the firefighting and prevention training was not provided for members of the firefighting team of the facility.</p>	<p>ဝက်ရုံးသည် မိန္ဒီမြေ မဲ့သတိမြင် နှင့် ထုတေသန သတိမြင် စိုင်ခဲ့ရ ပြော အမြတ် နှင့် ရှာ ပို့ဆုံးရ နှင့် ပြုပေး မှတ်စားသည်။ ရှိသူ ချက် အတွက် မြော ရှိ ပုံ ရှာ ပို့ဆုံးရှိ မြို့မြေ မဲ့သတိမြင် က ပေးသည်။ ဝက်ရုံးသွေ့င် မိန္ဒီမြေ မဲ့သတိရှိနှင့် ထုတေသန မြော ပို့ဆုံးသည်။ ဝက်ရုံးက ထုတေသန မြော ပို့ဆုံးသည်။ ရှိအမြဲ့င် အရာ ပို့သူ အနေဖြင့် အလွတ် ရှုံး ရွှေမြေ င်မြေ ပေးသွေ့ရန် မ နောက်ပို့ ပေးပို့ မ မြတ်စွာ မြတ်စွာ မြတ်စွာ ဝက်တင်သတေသန ပုံ ရွှေမြေနေ့င် မြော ပို့ဆုံးသည်။ ရှိအမြဲ့င် ဝက်ရုံးမဲ့သတိမြင် နှင့် ထုတေသန သတိမြင် စိုင်ခဲ့ရ ပြုပေး မှတ်စားသည်။</p>



## PA 12: Protection of the Environment

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

**Finding**

required service fee as prescribed by the Department, and confirming: a) the accuracy and completeness of the EMP; b) that the EMP has been prepared in strict compliance with applicable laws including this Procedure; and c) that the Project will at all times comply fully with the commitments, mitigation measures, and plans in the EMP.

**FINDING:** Based on site observation, document review and management interview, this question was rated as No because the facility did not have written Environmental Management Plan (EMP).

## PA 13: Ethical Business Behaviour

Site: RAINWEAR HOUSE (MYANMAR) MANUFACTORY LIMITED | Site amfori ID: 104-000474-001

**Question:** 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?